



ACT
Government

National Jobs and Skills Summit
1-2 September 2022:

Outcomes and Impacts for the ACT





Acknowledgement of Country

We acknowledge the traditional custodians of this beautiful country we have the privilege to call home, the Ngunnawal people.

We pay our respects to their elders, past and present, and the contribution they make to the life of this city and to its success.

We recognise the land known as the Australian Capital Territory has been occupied, used and enjoyed since time immemorial by Aboriginal peoples in accordance with their traditions.

Country is of spiritual, social, historical, cultural and economic importance to Aboriginal peoples and Torres Strait Islanders.

Aboriginal and Torres Strait Islander peoples are one with their country.

Introduction

The National Jobs and Skills Summit (the Summit) was held over two days from 1-2 September 2022. This important event, hosted by the Australian Government, brought together unions, employers, civil society and government to tackle the nations shared economic challenges. Implementing the Summit outcomes has the potential to bring about real and meaningful change to benefit current and future generations of Australians.

There is an urgent need for collaboration between all sectors of Australian society to address skills shortages. The ACT has a strong knowledge-based economy and consequently we have a unique set of skills needs. The ACT faces acute skills shortages in several areas including construction, health, education, information and communications technologies, hospitality, personal services and in other professions such as bus drivers.

This document outlines the impact of the Summit outcomes on the ACT, and highlights the opportunities for improved workplace relations, a renewed focus on supporting workforce participation for key groups and a new and improved migration system, among other initiatives that will positively contribute to the ACT's economy and social wellbeing.

The ACT Government looks forward to supporting the delivery of the Summit outcomes and contributing to the development of the Australian Government's Employment White Paper over the next 12 months, to further shape the future of Australia's labour market.

The 2022-23 ACT Budget contains several initiatives that support the objectives of the Summit, with a focus on Canberra's wellbeing. Our wellbeing framework recognises that a strong economy is important to providing jobs that support our standard of living.

The 2022-23 Budget outlines substantial investments to support jobs and skills for our growing economy, including:

- \$240 million in additional funding over the next four years to support education and skills, with total funding of over \$1.7 billion in 2022-23
- \$35 million in new funding over the next four years to support jobs, including \$22.4 million to deliver initiatives focussed on the development of our knowledge intensive sectors, research commercialisation, investment attraction, development of our innovation ecosystem and the creation of new business and jobs
- a record \$126 million in funding in 2022 for apprenticeships, traineeships and other vocational education activities, and
- more than \$7 billion in infrastructure investment over the next five years to deliver the services our community needs today while laying the foundation for jobs and population growth to reach the target of 250,000 jobs in our labour market by 2025.

A better skilled, better trained workforce

Federal Government	ACT Government	Federal Government	Federal Government	ACT Government
Immediate Actions	Impacts for the ACT	Areas for Further Work	Complementary Existing Commitments	Additional information
A \$1 billion one-year National Skills Agreement that will provide additional funding for fee-free TAFE in 2023, while a longer-term agreement that drives sector reform and supports women's workforce participation is negotiated	<ul style="list-style-type: none"> The ACT welcomes the Australian Government's agreement to a new National Skills Agreement and will work with the Commonwealth to ensure ACT priorities are reflected, such as the flexibility to meet the individual needs of States and Territories. The ACT supports Fee-Free Technical and Further Education (TAFE) in principle, noting it is consistent with the ACT Government's positioning of the Canberra Institute of Technology (CIT) at the centre of the ACT's Vocational Education and Training (VET) system. Work is currently underway to establish an optimal model of fee-free TAFE for the ACT including 1,000 additional fee free places and conversion of 2,000 existing places to fee free. The ACT Government has committed to CIT receiving at least 75 per cent of all government funding. 	Develop a comprehensive blueprint with key stakeholders to support and grow a quality VET workforce	<ul style="list-style-type: none"> \$1.2 billion Future Made in Australia Skills Plan. Up to 20,000 additional Commonwealth-supported university places for under-represented groups in areas of skills shortages. Establish an Australian Universities Accord to drive lasting reform at our universities. Boost quantum technology research and education. One in ten workers on major government projects to be an apprentice, trainee, or cadet through the Australian Skills Guarantee. Train 10,000 New Energy Apprentices and fund a New Energy Skills Program. Establish Jobs and Skills Australia, an independent body to strengthen workforce planning. 	<ul style="list-style-type: none"> ACT is implementing Skilled to Succeed which includes the development of plans for priority industries and will include initiatives to ensure the vocational education and training system is fit for purpose to meet current and future workforce needs. Skilled to Succeed includes exploration of issues related to completion rates and how these can be improved. The ACT Adult Community Education grants program provides funding for the delivery of quality foundation skills training in accessible and inclusive community settings, to support Canberrans experiencing barriers to learning, training and work. In 2022–23, the ACT will support the Adult and Community Education (ACE) JobTrainer grants program which provide financial assistance to eligible organisations to support Canberrans aged 17 years or older experiencing barriers to learning, training and work. The program will support Canberrans to develop and use the foundation skills required to effectively participate in the labour market and contribute to Canberra's economic future. The total budget for the ACE JobTrainer program is \$500,000 and eligible organisations can apply for up to \$100,000 per project. JobTrainer is jointly funded 50:50 by the Australian and ACT Governments until 30 June 2023. The ACT Government will continue to deliver the Engineering Workforce Plan. The Workforce Plan has been designed to build the engineering capability required to meet the future needs and growth of the Territory with a focus on attracting, developing and retaining staff.
Accelerate the delivery of 465,000 additional fee-free TAFE places, with 180,000 to be delivered next year, and with costs shared with the states and territories on a 50:50 basis	<ul style="list-style-type: none"> The ACT is currently analysing the impact of Fee-Free TAFE. Fee-free TAFE provides the ACT an opportunity to design policies that target high priority industries and population cohorts. The ACT is investigating the financial impacts of the proposed 50:50 funding model. 	Reinvigorate foundation skills programs to support workers and vulnerable Australians to gain secure employment choices		
Legislate Jobs and Skills Australia as a priority based on tripartite governance	<ul style="list-style-type: none"> The ACT has provided in-principle support to the establishment of Jobs and Skills Australia. The ACT welcomes a more consultative approach to developing the skills research agenda. Decision-making by Skills Ministers will be important in the ongoing governance of Jobs and Skills Australia. 	Explore options to improve the apprenticeship support system and drive-up completions		
Establish the Jobs and Skills Australia work plan in consultation with all jurisdictions and stakeholders, to address workforce shortages and build long term capacity in priority sectors	<ul style="list-style-type: none"> The ACT welcomes a more consultative approach recognising the benefit of all Skills Ministers having joint oversight over Jobs and Skills Australia's activities, policy direction and priorities. 	Include specific sub-targets for women in the Australian Skills Guarantee and ensure the Guarantee includes a focus on the need for digital skills		
Task Jobs and Skills Australia, once established, to commission a workforce capacity study on the clean energy workforce	<ul style="list-style-type: none"> ACT welcomes a workforce capacity study on the clean energy workforce. This work will support the ACT in determining appropriate strategies for its future workforce in clean energy, as highlighted in CBR Switched On, the ACT'S Economic Development Priorities 2022-2025. 	Work together to reform the framework for VET qualifications and micro-credentials to ensure they are most relevant to labour market needs. Micro-credentials, including work-based learning will be placed in a proper framework and be able to be 'stacked' into full VET qualification		
Kick-start skills sector reform and restart discussions for a 5-year National Skills Agreement based on guiding principles agreed by the National Cabinet and Skills Ministers	<ul style="list-style-type: none"> The National Skills Agreement will impact on the funding envelope for delivering skills services in the ACT. It will be critical that any new agreement ensures state and territory autonomy and flexibility to respond to local labour market needs. National consistency should be an outcome only where it benefits all states and territories, not be an end unto itself. Since the signing of the Heads of Agreement on Skills Reform in August 2020, states and territories have worked with the Commonwealth on a number of reform streams (on qualifications, quality, and industry engagement); it is critical a new NSA recognises and is able to meaningfully integrate this work. 			

Addressing Skills Shortages and Strengthening the Migration System

Federal Government	ACT Government	Federal Government	Federal Government	ACT Government
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Increase the permanent Migration Program planning level to 195,000 in 2022-23 to help ease widespread, critical skills shortages	<ul style="list-style-type: none"> Housing ACT on behalf of the ACT Government Community Services Directorate will work collaboratively to meet the needs of a growing population. The Australian Government allocates the ACT a fixed number of nominations each financial year. This increase will assist the ACT in addressing skills shortages and labour market needs through the state/territory nominated stream of the Australian Migration Program. The ACT will continue to seek an increase in its nomination allocation to 5,000 places in collaboration with the Department of Home Affairs, with a preference for an increase in the allocation of permanent migration places, to give greater certainty to prospective migrants. 	The Government will conduct a review of the purpose, structure, and objectives of Australia's migration system to ensure it meets the challenges of the coming decade	<ul style="list-style-type: none"> Implement the recommendations of the Migrant Workers' Taskforce to tackle migrant worker exploitation. Encourage more migration from our region by reforming the Pacific Australia Labour Mobility scheme and creating a new Pacific engagement visa. Under the one-year National Skills Agreement the Government is providing (unmatched) \$50 million to modernise TAFE technology infrastructure and \$24 million to support vulnerable students to be successful. 	<ul style="list-style-type: none"> Critical skills shortages in health, teaching, technology etc. are not going to be addressed if we are unable to validate and recognise skills as soon as people arrive in Australia through a coordinated and funded settlement program. An increase in the skilled and other migration may also result in pushing more highly qualified migrants into casual and unskilled work rather than into the sectors that need them without this. Availability of secure accommodation is also an important consideration when seeking to increase settlement. Skills Canberra is engaging with the Department of Home Affairs about increases to its nomination allocation. Visa conditions are the responsibility of the Australian Government. Skills Canberra will work closely with the Commonwealth to understand any changes to visa eligibility including pathways to permanency for temporary visa holders. Work with industries to identify and target critical jobs/skills for skilled migrants and international students will support Commonwealth decisions on visa pathways.
Provide \$36.1 million in additional funding to accelerate visa processing and resolve the visa backlog	<ul style="list-style-type: none"> As at 8 September 2022, the ACT had 1,682 nominations for processing. The ACT welcomes increased funding to Home Affairs to reduce the backlog of visa applications for processing. 	Assess the effectiveness of the skilled migration occupation lists		
Increase the duration of post study work rights by allowing two additional years of stay for recent graduates with select degrees in areas of verified skills shortages to strengthen the pipeline of skilled labour in Australia, informed by advice from a working group	<ul style="list-style-type: none"> Expanding post study work rights for identified recent graduates will significantly increase Australia's ability to market itself as a study destination of choice by providing a clear point of difference over competitor markets. 	Expand pathways to permanent residency for temporary skilled sponsored workers		<ul style="list-style-type: none"> There are existing employer sponsored visa pathways available including subclass 186 and subclass 494 visas. Any changes will be assessed for further opportunities for ACT benefit.
Extend the relaxation of work restrictions for student and training visa holders until 30 June 2023 to help ease skills and labour shortages	<ul style="list-style-type: none"> There are a number of Canberrans on temporary visas issued without work rights (mostly asylum seekers). These people want to work and providing everyone who is legally permitted to stay in Australia with work rights will enable people to financially support themselves and help meet labour needs. The temporary lift in restrictions on student visa working hours will allow all ongoing and new student arrivals to work more than the previous limit of 40 hours a fortnight in any sector, helping to ease labour shortages in some key sectors. Only continuing the relaxation on work restrictions on international students until June 2023 may not provide enough time for critical industries to recruit/retain skilled workers and international students. Relaxation should persist in critical areas for the foreseeable future. 	Raise the Temporary Skilled Migration Income Threshold (TSMIT) following broad engagement on equitably setting the threshold and pathway for adjustment		<ul style="list-style-type: none"> The ACT Government will continue to implement the ACT Housing Strategy, which establishes an overarching policy framework to guide decisions about policy, planning and delivery of housing across the ACT over its ten-year lifespan The ACT Government will also continue to work with the Australian Government to implement the housing initiatives announced after the last Federal election. The ACT Planning Strategy sets the direction for growth and where it is proposed to be focused for the ACT and provides the basis for infrastructure and services to support that growth. The ACT is currently undertaking strategic planning at a district scale which will identify where potential housing could occur in the future and this will form the basis for planning for services to support that growth.
Widen the remit of the National Housing Infrastructure Facility, making up to \$575 million available to invest in social and affordable housing. The funding can be used to partner with other tiers of government and social housing providers, and to attract private capital including from superannuation funds	<ul style="list-style-type: none"> The ACT Government will continue to work with the Australian Government to implement the housing initiatives announced after the last Federal election, including roll out of the National Housing Infrastructure Facility. Directorates are identifying "shovel-ready" projects to be considered under the Facility. There may be additional ACT Government funding commitment required for any ACT projects approved through the National Housing Infrastructure Facility. 	Reform the current labour market testing process following consultation with unions and business		<ul style="list-style-type: none"> The ACT Government Treasury is upgrading long-run population forecasts, following Census release, to better support service planning and provision across ACT Government agencies.

Addressing Skills Shortages and Strengthening the Migration System

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		<p>Bring forward a package of reforms to address migration worker exploitation during 2023</p> <p>Examine the potential for industry sponsorship of skilled migrants</p> <p>Embed a role for Jobs and Skills Australia's analysis of skill shortages in setting priorities of the skilled migration program</p> <p>Consider policies to address regional labour shortages and how to improve small business access to skilled migration</p> <p>All levels of government will work together to ensure infrastructure, housing and social services are well-planned to meet the needs of a growing population</p>		

Boosting Job Security and Wages, and Creating Safe, Fair and Productive Workplaces

Federal Government	ACT Government	Federal Government	Federal Government	ACT Government
Immediate Actions	Impacts for the ACT	Areas for Further Work	Complementary Existing Commitments	Additional information
Strengthen tripartism and constructive social dialogue in Australian workplace relations	<ul style="list-style-type: none"> This action is an Australian Government responsibility. The ACT welcomes the commitment to improving enterprise bargaining processes. The ACT has a number of existing tripartism bodies to provide advice to the ACT Government on matters associated with compliance with workplace laws and standards in areas such as secure local jobs code requirements for Government funded procurements, labour hire licensing, work health and safety and injury management. 	Consider allowing the Fair Work Commission to set fair minimum standards to ensure the Road Transport Industry is safe, sustainable, and viable.	<ul style="list-style-type: none"> Establish a right to superannuation in the National Employment Standards Criminalise wage theft Enhance the Fair Work Act compliance and enforcement framework, including the small claims procedure though increasing civil penalties for breaches to ensure workers' wages are protected Implement recommendation 28 of the Respect@Work Report by expressly prohibiting sexual harassment in the workplace and enabling the Fair Work Commission to resolve disputes relating to workplace sexual harassment Restore balance to our Fair Work institutions Establish the Secure Australian Jobs Code to prioritise secure work in government contracts and ensure that government purchasing power is being used to support business that engage in fair, equivalent, ethical, and sustainable practices. 	<ul style="list-style-type: none"> The ACT is a leader in implementing a combination of regulatory and procurement powers, investment and workplace relations practices to promote safe and secure employment, and is pleased to see the Australian Government is following our lead in strengthening workplace relations. The ACT Government is making progress in reforming work health and safety (WHS) laws to address workplace sexual harassment. Recently passed amendments to the ACT WHS Act will require employers to report sexual assault incidents to WorkSafe Act, the ACT's work health and safety regulator. The ACT Government is working on broader reforms to address the impacts of psychological illnesses and injuries at work, in line with the 2018 Boland Review of the Model Work Health and Safety Laws. This will include a code of practice for managing psychosocial hazards in the workplace. Reforms to encourage the retention of skilled staff in secure employment are ongoing in the ACT. The ACT Government has introduced legislation that would add new classes of employer and worker to the ACT's portable long service leave schemes. This would allow more workers to access long service leave after a period of service within their industry, rather than with a single employer. Expanding portable long service schemes is a progressive approach to protecting the rights of mobile workers and helping future-proof industries that may struggle to attract staff. From November 2021, the ACT Government included industrial manslaughter as an offence under WHS laws. Introducing this offence, as recommended by the 2018 Boland Review of the Model Work Health and Safety Laws, demonstrates the government's commitment to protecting the right of all workers to come home safely.
Revitalise a culture of creativity, productivity, good faith negotiation and genuine agreement in Australian workplaces	<ul style="list-style-type: none"> This has already been achieved in the ACT. The ACTPS is highly consultative and approaches bargaining and other change through a highly consultative and interest-based model. 	Ensure workers have reasonable access to representation to address genuine safety and compliance issues at work		
Establish a tripartite National Construction Industry Forum to constructively address issues such as mental health, safety, training, apprentices, productivity, culture, diversity and gender equity in the industry	<ul style="list-style-type: none"> This outcome is an Australian Government responsibility. The ACT Government will work collaboratively with the Australian Government to ensure an ACT perspective is considered by the proposed National Construction Industry Forum. 	Consider possible improvements to Modern Awards and the National Employment Standards		

Boosting Job Security and Wages, and Creating Safe, Fair and Productive Workplaces

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				<ul style="list-style-type: none"> The ACT Government continues to support an independent compliance and enforcement function through the establishment of WorkSafe ACT. WorkSafe ACT effectively regulates compliance with the Work Health and Safety Act 2011, collects data on work health and safety risks and injuries, fosters a cooperative and consultative relationship between duty holders under WHS laws and workers, and promotes education and training on matters relating to work health and safety. The ACT Government is committed to implementing the recommendations of the 2018 Boland Review of the Model Work Health and Safety Laws. This includes the provision of updated Codes of Practice which provide guidance to persons conducting a business or undertaking on their duties and obligations under WHS laws. codes of practice uphold the highest standards of work health and safety across ACT workplaces and are admissible in court proceedings. The ACT Government has made a series of changes to ensure it is an informed purchaser, doing business with companies who meet their obligations to workers. The Procurement Values Direction was introduced in September 2020 and mandates that Territory entities consider the Charter of Procurement Values in the management of their procurement activities. The "Transparent and Ethical Engagement" Procurement Value, requires Territory entities to be alert to modern day slavery and leverage national and inter-jurisdictional initiatives to abate such practices. The Secure Local Jobs Code (SLJC) applies to procurements from industries that are susceptible to unfair and unsafe conditions for workers. For applicable procurements, suppliers must comply with WHS laws and hold a valid SLJC Certificate in order to tender. To further support and promote safe and secure employment, the Government is developing an Insourcing Framework and Evaluation Methodology which is responsive to a commitment that government services not be contracted out where they could be practicably performed by public servants. The ACT's Labour Hire Licensing scheme protects the rights of vulnerable labour hire workers. The ACT Government supports the effective operation of tripartite forums which constructively examine workplace safety issues and propose. The ACT Work Health and Safety Council (WHS Council) comprises of both employer and employee representatives and provides advice to the Minister for Employment and Workplace Safety on matters relating to work health and safety, workers' compensation, workplace relations, bullying in the workplace and other workplace psychosocial issues.

Boosting Job Security and Wages, and Creating Safe, Fair and Productive Workplaces

Federal Government	ACT Government	Federal Government	Federal Government	ACT Government
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<p>The Government will update the Fair Work Act to create a simple, flexible, and fair new framework that:</p> <ul style="list-style-type: none"> Ensures all workers and businesses can negotiate in good faith for agreements that benefit them, including small businesses, women, care and community services sectors, and First Nations people Ensures workers and businesses have flexible options for reaching agreements, including removing unnecessary limitations on access to single and multi-employer agreements Allows businesses and workers who already successfully negotiate enterprise-level agreements to continue to do so removes unnecessary complexity for workers and employers, including making the Better Off Overall Test simple, flexible, and fair Gives the Fair Work Commission the capacity to proactively help workers and businesses reach agreements that benefit them, particularly new entrants, and small and medium businesses Ensures the process for agreement terminations is fit for purpose and fair, and sunsets so called 'zombie' agreements 	<ul style="list-style-type: none"> This outcome is an Australian Government responsibility. The ACT welcomes the commitment to improving enterprise bargaining processes. 			
<p>The Government will also update the Fair Work Act to:</p> <ul style="list-style-type: none"> Provide proper support for employer bargaining representatives and union delegates Provide stronger access to flexible working arrangements and unpaid parental leave so families can share work and caring responsibilities Provide stronger protections for workers against adverse action, discrimination, and harassment 	<ul style="list-style-type: none"> This outcome is an Australian Government responsibility. The ACT welcomes the commitment to improving enterprise bargaining processes and worker protections. 			

Promoting Equal Opportunities and Reducing Barriers to Employment

Federal Government	ACT Government	Federal Government	Federal Government	ACT Government
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Provide Age pensioners with a temporary upfront \$4,000 income bank credit to allow them to work and earn more before their pension is reduced	<ul style="list-style-type: none"> In July 2022, there were 39,600 people aged 65 and over in the ACT who were not in the labour force who were also not in the labour force in the previous month (ABS 6202.0). This represents a sizeable population, and the ACT is keen to see the impact of the financial incentive. There are many issues associated with older people's participation in the workforce and financial incentives are only one component of this. 	The Government will work with other levels of government to explore further options on place-based approaches that drive co-ordination at the local level and address barriers to employment among disadvantaged groups and the long-term unemployed	<ul style="list-style-type: none"> Introduce gender responsive budgeting, and apply gender impact analysis on decision-making processes, and deliver an annual Women's Budget Statement Establish a Women's Economic Equality Taskforce to provide independent advice and inform the National Strategy to Achieve Gender Equality Support to help end family, domestic and sexual violence, including 500 new community sector workers to support women in crisis, including 250 new workers in rural, regional and remote areas Ten days of paid family and domestic violence leave in the National Employment Standards (legislation introduced on 28 July 2022) Deliver 4,000 new social housing properties for women and children fleeing family and domestic violence and older women on low incomes who are at risk of homelessness Increase Child Care Subsidy rates from July 2023 and raising the maximum family income threshold A Productivity Commission review of the childcare sector and an Australian Competition and Consumer commission inquiry into childcare prices Support and, if successful, provide funding to support increases to award wages for aged care workers through the Government's submission at the Fair Work Commission Develop a whole-of-government Early Years Strategy A Disability Employment Centre for Excellence to improve ideas and increase capacity among employment services Replace the Community Development Program with a more effective program Double the number of Indigenous Rangers to 3,800 and set a gender equality target for rangers Work with Australia's largest 200 employers on public reporting and improving employment levels of First Nations employees 	<p>Young people</p> <ul style="list-style-type: none"> The introduction of dedicated support and mentoring programs, such as Head Start, is an effective way to maintain and improve educational engagement so that students have the best post school opportunities available. This includes collaborating with local industry and external service providers, as well as Education, Skills Canberra, and CIT collaborating to ensure correct alignment with students at all their career transition decision points. The Head Start Pilot Program is already demonstrating that careful matching of students with employers and dedicated support and mentoring leads to more meaningful work experience opportunities and better engagement by both students and employers. The Understanding Building and Construction Pathways Program (UBCPP) is a further example of how a more integrated and targeted approach to career choice has shown female and gender diverse students in high school that the construction industry has many options available and that young women are equally capable and welcome in the industry. In 2022, the Career Tools platform has been made available to all ACT public high schools and colleges through the Education Support Office. This platform provides a customisable careers website for each school that includes Virtual Job Experience and a Jobs Board, which informs students, teachers, and broader school communities of workplace opportunities and experiences students can currently engage with while at school. The Universal School Support branch is currently providing one-on-one support to careers staff in schools to enable this resource to be embedded in career programs in schools and used by students, teachers, and school communities. Work has also commenced on a diversity and inclusion initiative to increase the scope of career opportunities for students with a disability. While it is still in the environmental scan phase, there is already a strong sense of collaboration with the National Disability Insurance Agency (NDIA), the ACT's sole Local Area Coordinator (Feros Care), and ACT's specialist schools to bring meaningful careers to this cohort of potential workers who should not be overlooked in the solutions to the job summit problems. The Education Directorate is currently developing a Student Pathways Reform Project. This project will supersede the VET in Schools Project and will deliver a Career Education Strategy, a VET Action Plan and a Transitions Framework by 2024. This will lead to a better career transition and decision-making framework so that students are fully informed and armed with the tools to take the appropriate career pathways for them as individuals. This project will also consider the current Transitions and Careers Officer model for ACT public schools to ensure appropriate and effective support is able to be accessed by students across all ACT public schools; career services available currently vary considerably from one school to the next, with minimal access and support available in some ACT public schools currently. The Student Pathways Reform Project will propose consultation with both school communities and local industry occur in 2023, and development of a discussion paper by the end of 2022 to be released through the ACT Government's YourSay site. A Project Plan is currently in development.
Strengthen existing reporting standards to require employers with 500 or more employees to commit to measurable targets to improve gender equality in their workplaces	<ul style="list-style-type: none"> As per commitments in the Parliamentary and Governing Agreement for the 10th ACT Legislative Assembly, "larger" ACT Public Service entities will be required to have Gender Action Plans and report on their progress. The entities that this applies to, as well as the reporting requirements including measurable targets, will be determined with consultation with ACT Public Sector entities. An ACT Public Service (ACTPS) Workforce Gender Equity Strategy is being developed that will detail these requirements. A consultation draft has been prepared, drawing on current data and evidence. Stakeholder consultation including ACTPS Directorates, the ACT Office for Women and ACT Unions will commence later in 2022. Further, Annual Report Directions legislation will be amended in 2022–23 to require larger entities to report on gender action at the end of each financial year. These reporting mechanisms are through the Workplace Gender Equity Agency (WGEA). Currently, organisations are required to report on data related to gender equity in their organisation, but not required to report on initiatives or commitments to improve. WGEA provides a range of resources to assist organisations develop and implement gender equity plans. As an action from the Second Action Plan 2020-22 of the ACT Women's Plan 2016-26, CSD is developing e-learning modules which will also support organisations to develop these plans. 	Continue to work with stakeholders to expedite the development of new remote and disability employment service models		
Require businesses with 100 employees or more to publicly report their gender pay gap to the Workplace Gender Equality Agency	<ul style="list-style-type: none"> As Australian Bureau of Statistics and Australian Taxation Office data on single touch payroll already provides this information, the ACT is seeking clarification on the additional reporting obligations for businesses. The ACTPS Gender Pay Gap is currently 0.1 per cent. The ACT is participating in a pilot project with the Workplace Gender Equality Agency that aims to establish a nationally consistent and enhanced reporting scheme for gender equality data. This project is linked with National Cabinet's agreement to establish a nationally consistent reporting framework for measuring progress of women's economic security. State and Territory Governments have recently agreed in principle to begin reporting to the Commonwealth Workplace Gender Equity Agency in the same way as businesses with more than 100 employees are required to do. Each State and Territory is beginning with a small group of agencies as a pilot. The Community Services Directorate is the pilot agency for the ACT Government. 	Work with members of the National Closing the Gap Agreement to examine a Closing the Gap policy partnership on economic participation of Aboriginal and Torres Strait Islander people		

Promoting Equal Opportunities and Reducing Barriers to Employment

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Require the Australian Public Service to report to the Workplace Gender Equality Agency and to set targets to improve gender equity in the public service	<ul style="list-style-type: none"> This outcome is an Australian Government responsibility. 	The Government and states and territories will identify priority areas where government can collaborate to support better outcomes across the national cabinet education and care (ECEC) system, with a particular focus on workforce shortages	<ul style="list-style-type: none"> Set a target to increase First Nations employment in the Australian Public Service to 5 per cent by 2030 Establish a Select Committee of the House of Representatives to examine the implementation of Workforce Australia 	<p>Early Childhood Education and Care</p> <ul style="list-style-type: none"> In 2020, the ACT Government launched Set up for Success: an Early Childhood Strategy for the ACT which aims to ensure every child has access to early childhood education, as well as the holistic supports needed to help children and families thrive. Set up for Success will build on and guide the delivery of high-quality childhood education and care, and support workforce participation for families, particularly for women, which can also be a driver of equity and social good. There is an increase in demand for early childhood teachers and educators. Along with school staff, this workforce has been significantly impacted by COVID-19 and continue to experience lower pay and conditions nationally compared to school based teachers. Attracting and retaining early childhood teachers and educators is critical to meeting both positive childhood development outcomes, as well as supporting economic participation of parents, especially women. Under Set up for Success, the ACT Government has committed to universal access to early childhood education for all three-year-olds because evidence is clear that two years of early learning prior to school is the best way to ensure children have the best start in life. The Strategy also commits to a workforce strategy aims to build a sustainable, highly professional and committed workforce within this essential service sector. By valuing the profession, the Strategy aims to build a sustainable, highly professional and committed workforce within this essential service sector. Implementation of the Strategy will drive further demand for trained early childhood educators and teachers. A national focus on universal access for three-year-olds to high quality early learning would support equitable delivery across Australia. Universal access to three-year-old preschool will also have immediate benefits for families, by enabling workforce participation and reducing cost of living pressures. The Australian Government's review of the Child Care Subsidy and commitment to an Early Childhood Strategy, provide existing avenues for progressing universal access to three-year-old preschool. It is anticipated that a phased implementation of universal access for three-year-olds could commence within a 12-month period, noting some jurisdictions may take more or less time to achieve universal access.
Strengthen the Respect@Work Council by giving business and unions a permanent seat at the table, along with government and civil society to support women's safety and respect at work	<ul style="list-style-type: none"> This outcome is an Australian Government responsibility. 	Develop through National Cabinet, a long-term vision for early childhood education and care reform to better support parents' workforce participation as a national priority		
Put in place a Carer Friendly Workplace Framework which includes a self-assessment tool and learning modules, for businesses to be recognised as a carer friendly workplace	<ul style="list-style-type: none"> The ACT supports the objectives of the Carer Friendly Workplace Framework, and will review the draft legislation, once developed. 	Government, business, unions, and the community to develop a set of best practice principles to guide meaningful work experience opportunities and workplace based mentoring programs for people experiencing disadvantage		
Partner with the Tech Council of Australia to develop and deliver a free national virtual work experience program, which will build awareness of tech careers and support early stage-talent pathways for those who face heightened barriers to employment	<ul style="list-style-type: none"> The ACT supports this initiative, which is consistent with the ACT's strategic priorities. Skilled to Succeed, the ACT Government's skills agenda, which includes the technology industry as a priority industry. There is potential to expand opportunities for international and skilled migrants by evaluating the current processes for security clearances for cyber industries which are adjacent to (but not directly involved in) national security. The ACT would welcome broader action to address delays in processing all Australian Government Security Vetting Agency security clearances. 	The philanthropic sector has committed to partner with government on its Early Years Strategy over ten years, pending co-development of an investment dialogue. The Government will work with the sector, including philanthropic foundations, to create a whole of government approach to improve early childhood development and education		
Provide additional funding to the ABS to strengthen information on the barriers and incentives to work through the Labour Force Survey	<ul style="list-style-type: none"> The ACT supports additional funding for the Australian Bureau of Statistics, which can provide better information for government and businesses 			

Promoting Equal Opportunities and Reducing Barriers to Employment

Federal Government	ACT Government	Federal Government	Federal Government	ACT Government
Immediate Actions	Impacts for the ACT	Areas for Further Work	Complementary Existing Commitments	Additional information
<p>The Government will work to improve disability employment outcomes through:</p> <ul style="list-style-type: none"> • A Visitor Economy Disability Employment pilot to deliver place-based employment outcomes by connecting small businesses, employment service providers and jobseekers with disability • Signing a Memorandum of Understanding with the Business Council of Australia to develop an Economic Initiative Pilot aimed at increasing employment and improving career pathways of people with a disability • Better embedding employment in National Disability Insurance Scheme plans, to ensure participants who want to work are supported to do so 	<ul style="list-style-type: none"> • The ACT supports additional funding for the Australian Bureau of Statistics, which can provide better information for government and businesses • The ACT Government welcomes and supports these initiatives to improve employment outcomes for people with disability and build disability confidence in workplaces across Australia. • Both pilot programs complement the ACT's commitment under the Parliamentary and Governing Agreement of the 10th Legislative Assembly for the ACT, to develop and implement a disability employment strategy, to promote employment opportunities. • The Australian Government would benefit from the ACT becoming a trial site for both pilot programs, as the Canberra business community has affirmed its willingness to be more inclusive through its support of the Inclusion in Employment Project, delivered in partnership with the Canberra Business Chamber. • If the ACT is a trial site for either of the pilot programs the ACT will work collaboratively with the Australian Government to support improved outcomes for people with disability. • The ACT Government supports any work to embed employment in NDIS participant plans. 			

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<p>Implement a Digital and Tech Skills Compact, with business and unions, to deliver 'Digital Apprenticeships' that will support workers to earn while they learn in entry level tech roles, with equity targets for those traditionally under-represented in digital and tech fields.</p> <p>Companies that sign up to the Compact are expected to commit to employing a proportion of their new employees through a Digital Apprenticeship scheme, once implemented.</p>	<ul style="list-style-type: none"> The ACT Government's Skilled to Succeed workforce agenda commits to the development of a technology industry plan to support fit-for-purpose vocational education and training products. ACT Government will consult with industry in the development of these plans and with the Australian Government to ensure industry plans complement these initiatives. 	<p>Support clean energy supply chain resilience and jobs growth by increasing Australia's value adding, and clean energy manufacturing industries, including through the National Reconstruction Fund</p>	<ul style="list-style-type: none"> \$15 billion National Reconstruction Fund to create secure well-paid jobs, drive regional development, and invest in our national sovereign capability Invest in cleaner and cheaper energy through the Powering Australia plan Provide investment certainty to businesses through legislating Australia's emission reductions targets and delivering stable policies like a reformed safeguard mechanism \$20 billion Rewiring the Nation plan to rebuild and modernise the grid New Energy Apprenticeships plan to support 10,000 apprenticeships Work with states and territories on development of a National Energy Workforce Strategy to identify current and future skills gaps in the energy sector, and provide a plan to ensure Australia has the skilled workforce it needs Establish a First Nations Clean Energy Strategy, through the National Energy Transformation Partnership, co-designed with states and territories Partner with the Queensland Government to create a Battery Manufacturing Precinct Improve reporting of climate and nature related financial risks 	<ul style="list-style-type: none"> The ACT Government Environment, Planning and Sustainable Development Directorate works with CIT's Renewable Energy Skills Centre of Excellence (The Centre), to support the renewable energy and sustainability workforce by leading the development and teaching of practical, technical skills required across the ACT Region, Australia and the Asia-Pacific. Since 2015, The Centre has partnered with industry to deliver industry-relevant skills and training in the renewables sector including courses and programs in solar installation and maintenance, battery storage systems, Global Wind Organisation wind turbine technical and safety training, and more recently electric vehicles. CIT also delivers schools pathways programs and renewable career promotional activities. This collaboration with industry is achieving positive results in building Canberra's capacity as a national tertiary education and trade renewable skills hub. The Academy of Future Skills (the Academy) consists of a team of specialist executive teachers who support individual teachers and schools in Science, Technology, Engineering, and Mathematics (STEM) education. A key aim of the program is to strengthen ACT public school teachers' STEM skills and knowledge through an embedded professional learning model. Evaluations of this program have shown that it is very effective in building teacher confidence in teaching STEM subjects, which in turn supports student learning in these important curriculum areas. The Academy also manages two STEM centres where teachers and students can engage in STEM learning with speciality equipment. The Science Mentors ACT program (also run by the Academy) provides students with the opportunity to work with science and engineering professionals on extended student-driven investigations. The program aims to provide a unique and in-depth knowledge of science, but also important skills such as academic writing, problem solving, oral communication, resilience, persistence, and time management. Many students who have completed this program go on to study STEM based subjects post school. In 2020-21, the ACT Government invested \$200,000 to establish a Girls in STEM program to build STEM capability and make STEM more accessible to ACT public school students. These grants were used by schools to develop programs enhancing and promoting engagement and learning for girls in STEM. A second component of the scheme provided opportunities for individual female students to attend STEM events and engage in STEM related activities.
<p>Deliver 1,000 digital traineeships, in the Australian Public Service, over four years, with a focus on opportunities for women, First Nations people, older Australians, and veterans transitioning to civilian life</p>	<ul style="list-style-type: none"> The ACT will work with the Australian Government on delivering this initiative to the ACT. The initiative aligns with ACT policy to prioritise access for identified population cohorts. 	<p>Review STEM programs to attract and retain more women, First Nations people, Australians in regions, those who are culturally and linguistically diverse, people with a disability and Australians from low socio-economic backgrounds into STEM careers.</p>		
<p>Summit participants supported broader commitments from the business community to boost future technology jobs and training, and commitments to cross-jurisdictional energy transition workforce planning.</p>	<ul style="list-style-type: none"> The ACT Government's Skilled to Succeed workforce agenda includes the technology industry as a priority industry, and welcomes broader commitments from the business community to boost future jobs and training. 	<p>Examine ways to build scale in local manufacturing</p>		
<p>The Commonwealth and South Australian Government will co-chair a South Australian Defence Industry Workforce and Skills Taskforce to support delivery of Australia's defence capabilities, including critical maritime capabilities such as frigates and submarines</p>	<ul style="list-style-type: none"> Defence, Cyber, and Space remain targeted, key sectors for the ACT's economic growth and development, and are expected to grow in-line with the Australian Government's demand for Australian-based skills development. 	<p>The Government, states and territories will agree a common set of principles for an orderly transition to the net zero economy</p> <p>The Government committed to a coordinated approach with industry, unions, local governments and communities to assist affected workers and regional communities prosper in a clean energy future</p> <p>The Government will work with investors, including superannuation funds to leverage greater private capital into national priority areas, including housing and clean energy</p> <p>Government, industry and unions will pursue solutions to better skill, attract, protect and retain workers in the agriculture sector through a tripartite agriculture workforce working group</p>		

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				<ul style="list-style-type: none"> Outcomes from the grants included: increased female engagement in a range of STEM learning opportunities; a rise in female student confidence in hands-on learning in areas such as robotics; an increase in numbers of female students attending STEM clubs and engaging in STEM competitions, and opportunities for female students to access industry standard equipment. The ACT will continue to work on developing the Capital Food and Fibre Strategy which establishes an overarching policy framework to guide decisions about agriculture and associated food and fibre systems in the ACT. The ACT will work with stakeholders in the agriculture sector to further develop actions related to the objectives of the Capital Food and Fibre Strategy, including those regarding training and education in the sector.

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